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# TABLE OF CONTENTS

<u>Item</u>	<u>Page number(s)</u>
Front Cover	i
Report Documentation Page	ii
Foreword	iii
Table of Contents	iv
 <b><u>Report Text:</u></b>	
Executive Summary	1-2
Recommendations	2-3
Introduction	4-7
Methods	7-13
Summary	13-14
Recommendations	14-15
Enclosure/Appendix List	16
 <b><u>Appendix A:</u></b>	
Copies of Congressional and Assistant Secretary of Defense for Health Affairs Letters	17-20
 <b><u>Appendix B:</u></b>	
Fiscal Year 1995 Senate Appropriations Report	21-22
 <b><u>Appendix C:</u></b>	
Agenda of the initial Strategic Planning Committee meeting and list of participants	23-26
 <b><u>Appendix D:</u></b>	
Recommendations to DOD staff regarding 1995 DWHRP BAA	27-39
 <b><u>Appendix E:</u></b>	
Recommendations to IOM Defense Women's Health Research Committee	40-50
 <b><u>Appendix F:</u></b>	
Agenda of the November Committee meeting and a list of participants	51-53
 <b><u>Appendix G:</u></b>	
Workshop agenda and a list of participants	54-57
 <b><u>Appendix H:</u></b>	
Agenda of the January meeting and a list of participants	58-60



## EXECUTIVE SUMMARY AND RECOMMENDATIONS

In 1994 the Department of Defense (DOD) implemented a congressionally directed **Defense Women's Health Research Program (DWHRP)**. This bi-partisan Congressional initiative was based on recognition of the increasing number of women serving in the Armed Forces and the expanding nature of women's roles in military service. The Fiscal Year 1994 DWHRP supported military-relevant, peer-reviewed research at military research institutes and medical centers, and selected civilian institutions.

While some psychosocial research was supported in the 1994 DWHRP, social work research was not well represented. This was significant because the social work profession is strategically positioned to identify and carry out critical research related to a number of psychosocial issues, yet historically the social work profession has been under-represented in all federally-funded health research programs.

The DWHRP grant provided to the **Institute for the Advancement of Social Work Research (IASWR)** was intended to encourage psychosocial research as part of the implementation of the Fiscal Year 1995 DWHRP. In addition, it provided an opportunity to initiate an ongoing partnership between the social work academic research community and the DOD with the goals of:

- identifying gaps in knowledge about psychosocial stressors associated with military life that have a direct impact on military readiness and about effective military programs and services to promote the health and general well-being of military women.
- generating research-based knowledge to enhance the effectiveness of health-related programs and services for military women.
- increasing the number of social work researchers interested in and prepared to conduct relevant research on military women's health issues.
- enhancing social work research infrastructure through increased interdisciplinary and academic-military collaboration.
- and disseminating information about military women's health and its application to social work educators and practitioners.

To ensure that these goals were achieved, IASWR appointed a Strategic Planning Committee comprised of senior-level scientists and mental health practitioners, representing the DOD, each of the military services, other Federal Agencies interested in women's health research, and civilian educational institutions. This group provided specific recommendations on needed psychosocial research to the DOD staff who prepared the actual Fiscal Year 1995 DWHRP **Broad Agency Announcement (BAA)**. In addition, the group identified barriers to and opportunities for enhancing social work research on military women's health, and participated in several grant activities to address these

issues.

At the request of the DOD, the Institute of Medicine (IOM) of the National Academy of Science developed a plan for the execution of the Fiscal Year 1995 DWHRP appropriation. Under the DWHRP grant to IASWR, specific recommendations for a comprehensive psychosocial and social services research component to this plan were provided to the **IOM Committee on Defense Women's Health Research**. Two members of the IASWR Strategic Planning Committee served as members of the IOM Committee.

The IASWR's DWHRP grant has supported a number and variety of DOD-academic information-sharing and partnership-building opportunities. These have included information-sharing workshops, conference presentations, electronic-mail (bulletin-board) dissemination of information, as well as the opportunity to begin planning for services-based health research that goes beyond the immediate focus of the DWHRP (e.g., family advocacy research).

The IASWR sponsored an intensive technical assistance workshop for a select group of military and civilian social work researchers interested in developing grant proposals for the 1995 BAA. This effort lead to the submission of two partnership grant proposals from graduate schools of social work and military medical centers, and at least one New Investigator proposal. In addition, this workshop resulted in a number of social work researchers developing collaborative relationships with DOD social workers (and other military social scientists) involved in intra-mural DWHRP studies.

## **RECOMMENDATIONS.**

The psychosocial health and well-being of military women remains a critical readiness issue and there are many aspects of military duties, military operational environments, and military service across individual and family lifestages that warrant continued study. The DWHRP grant to IASWR resulted in important initial accomplishments, including the identification of specific areas of needed research and possible mechanisms for military-civilian academic research partnerships. In so doing, the need to significantly strengthen the social work research infrastructure within the DOD was underscored as was the importance of facilitating the DOD-civilian partnerships necessary to address the research requirements associated with military women's (as well as men's and military families') psychosocial health needs. In support of these requirements and opportunities, the IASWR recommends that:

1. **Congress** provide "bridge" supplemental funding in Fiscal Year 1997 to continue a program of intermural and extramural research. This funding would provide an opportunity to capitalize on the most promising research findings from the 1994 and 1995 DWHRP. It is important to remember that congress originally envisioned a DWHRP with three to five years of Congressional supplemental funding. Because of program implementation delays, there was no need for a Fiscal Year 1996 DWHRP appropriation. In Fiscal Year 1998, DOD should consider adopting the IOM recommendation for sustaining a DWHRP in the

President's DOD Budget.

2. **Congress** establish a budgetary line item to support social work research within DOD similar to the current budgetary support for nursing research. This action would ensure that identified military scientists would be able to fully participate in critical research partnerships with civilian researchers and that research on both psychosocial problems and services to address these problems would be conducted.

3. The **DOD** establish a competitively chosen, university-based, consortia partnering Department of Defense research and health care facilities, an academically-based women's health research center, and a graduate school of social work. This partnership would provide the necessary interdisciplinary research infrastructure to be responsive to the critical psychosocial issues related to the health, quality of life, and military readiness of military women and men that is of vital concern to the Department of Defense. A research fellowship program involving military and civilian social work researchers should be an integral component of this infrastructure.

4. The **DOD** continue, and where appropriate expand, its intramural and extramural research on psychosocial issues. Advances in behavioral and social research have led to increasing recognition of this area of research as a respected science. Psychosocial factors will continue to influence the health and well-being of military personnel and overall military readiness.

5. The **social work profession**, as represented by its national organizations and graduate schools of social work, act on the numerous opportunities existing within the Department of Defense to further the important development psychosocial services research within DOD. Department of Defense and academic partnerships in the psychosocial service arena offer unique opportunities for research and for research dissemination that will offer substantial benefit for both the military and the nation.

## **INTRODUCTION:**

### **Background and Specific Aims.**

Three interrelated issues underlay the rationale and need for the activities carried out under this grant. First, there are increasing numbers of women serving in the Armed Services in expanding occupational roles. Women's service in these roles raises numerous physical and psychosocial health-related concerns. Second, social workers are major providers of a broad range of health and support services for military women and their family members. Thus, social workers are in a strategic position to identify critical research questions and to conduct research that will enhance the effectiveness of health and quality of life services for military women (as well as men). Third, there is a critical need to expand research capacity in the social work profession, including a need to increase opportunities for collaboration between practitioners and researchers conducting applied research.

This grant developed from the collaborative efforts of the *Institute for the Advancement of Social Work Research (IASWR)* staff and senior DoD social workers. The initiative was indorsed by the Assistant Secretary of Defense for Health Affairs in response to a request from Senator Daniel K. Inoyoue (see Appendix A). The Fiscal Year 1995 Senate Appropriations Report also attests to Congressional interest and support for this initiative (see Appendix B). Activities under this grant aimed to:

- identify gaps in knowledge about psychosocial stressors associated with military life that have a direct impact on military readiness and about effective military programs and services to promote the health and general well-being of military women.

- generate research-based knowledge to enhance the effectiveness of health-related programs and services for military women.

- increase the number of social work researchers interested in and prepared to conduct relevant research on military women's health issues.

- enhance social work research infrastructure through increased interdisciplinary and academic-military collaboration.

- and disseminate information about military women's health and its application to social work educators and practitioners.

### **Military Significance.**

The IASWR grant activities were directly responsive to three research priorities of the 1994 Defense Women's Health Research Program:

- The development and implementation of a research agenda designed to address problems faced by servicewomen and thereby enhance

their health and well-being.

-- the establishment of an interdisciplinary research program involving the social work research and academic communities with DOD representatives of military service programs and services.

-- the fostering of collaborative applied research between military and civilian practitioners and researchers.

#### **A Focus on Psychosocial Health and Well-Being.**

A specific focus on psychosocial health and well-being issues was deemed important because the number of women in the military has greatly increased and their occupational roles and responsibilities continue to expand. These considerations raise questions about the demands on and adaptation of women (and their family members) associated with traditional and non-traditional careers and with the requirements associated with a military life-style. Examples of areas thought to require further research included, but were not limited to:

a. Separation and deployment stress and adaptation among women and their families.

b. Stress and adaptation associated with women's experiences in a traditionally hierarchical, male-dominated workplace.

c. Factors associated with traumatic events and post-traumatic stress; military service factors associated with family violence and the provision of family intervention services.

d. Barriers to access and utilization of health, mental health and social services for military women, and the development and utilization of innovative health and social services for women in the context of service life and service career demands.

#### **Social Work's Unique Position.**

Social workers are major providers of health and mental health services within the DOD and in the general population. Within the military, social workers provide services within a broad range of traditional and non-traditional settings, including hospitals, non-hospital-based mental health programs, and family centers. Within these settings, social workers use a wide range of intervention modalities to provide prevention through tertiary care services. As such, social workers are strategically positioned to conduct research on the health and well-being needs of military women and on services and programs to enhance their health and well-being.

#### **Enhancing Social Work Research to Improve Health and Social Service Outcomes.**

An extensive national study documents the lack of federal support for social work research and social work research career development. In 1988, Lewis Judd, M.D., then director of the National Institute of Mental Health, appointed a national task force to examine the state of

the social work research enterprise, and to make recommendations concerning its enhancement and future development. Completing its work in November 1991, the task force issued a final report documenting the extent of the crisis confronting the profession. As the scope of its practice, number of practitioners, and problems of serious social concern with which it dealt continued to grow, the need for knowledge concerning "what works, for whom, in what circumstances" far outstripped the capacity of the relatively few career social work researchers. This gap between the capacity for knowledge building to support practice and the needs of practice is particularly significant in the health and mental health area where social workers are primary service providers. Increasing social work-initiated research on the effectiveness of services has the potential to directly benefit human service delivery systems and the persons receiving social work services.

The **NIMH Task Force Report** makes specific recommendations for increased support for social work research development and training from federal agencies that are responsible for service programs in which social workers are major service providers (Task Force on Social Work Research, 1991). The goals of this grant are consistent with these recommendations.

#### **Institute for the Advancement of Social Work Research.**

The Institute for the Advancement of Social Work Research is collaboratively supported by five national social work organizations, (the National Association of Social Workers (NASW), Council on Social Work Education (CSWE), National Association of Deans and Directors (NADD), Group for the Advancement of Doctoral Education (GADE), and Bachelor Program Directors (BPD)). The overarching, single mission of IASWR is to promote and strengthen research throughout the social work profession. The ultimate and long-term goals of these efforts are to: 1) increase the substantive contribution of social work research to the scientific knowledge base on problems of serious human and social concern; 2) increase the degree to which social work practice is based on a sound knowledge-base about effective treatment, intervention and service delivery models; and 3) increase the contributions of social work to the knowledge base on service delivery and social policy.

In establishing IASWR, the national founding organizations -- representing both practice and educational constituencies in the profession -- acted in response to the urgent recommendations of the **NIMH Task Force on Social Work Research**. In its 1991 report **Building Social Work Knowledge for Effective Services and Policies**, the NIMH Task Force concluded "at present, the infrastructure of social work research is too weak and too narrow to support the extensive expansion needed to improve services" (Task Force on Social Work Research, 1991, p.66). The Task Force stated that research development in the profession requires concerted action by the major associations in social work and social work education, and recommended that a national Institute be established and jointly supported to serve as a focal structure.

In founding IASWR, the five national organizations acknowledged that the development and enhancement of research resources is a vital



and urgent concern throughout the profession, and the shared responsibility of its practice and educational arms. The decision to jointly establish and provide funds for an independent structure was unprecedented, and represented a cooperative move within the profession of historic proportions. The ratification of the Institute in 1992 by the Boards of Directors of the founding organizations was tangible recognition of each group's common stake in a robust, useful and visible research enterprise. It represented as well a tangible shared commitment to a specific structure to further that common agenda.

The IASWR represents a structural melding of both practice and academic entities within social work, and equal representation of the educational continuum from baccalaureate to doctoral preparation. The "ownership" of and commitment to the IASWR and its programs by the organizations representing these entities constitutes a major strength of the Institute. Established through negotiation, compromise and a search for common ground, IASWR's overall model of functioning is collaborative and facilitating.

## **METHODS.**

### **Technical Objective.**

The overarching goal of this grant was to enhance social work research directly related to DOD services and programs for the health and well-being of military women and indirectly to benefit women in the civilian population. In implementing this grant, the IASWR worked to establish partnerships between social work researchers and the DOD in order to advance research on health and mental health services for military women and to generate research-based knowledge designed to enhance the effectiveness of health-related programs and services for women within DOD as well as in the general population. Specifically, IASWR worked to increase the number of social work researchers prepared to conduct relevant research on DOD priorities with respect to enhancing women's health and well-being and to enhance social work research infrastructures to address women's health research through increased interdisciplinary collaboration and university-military research partnerships.

### **Overall Strategy.**

The IASWR carried out a planning and research enhancement program with the intent of expanding social work research in the area of women's health and well-being in a manner that utilized the formal and informal collaborative relationships IASWR has established with schools of social work. IASWR's efforts targeted the general social work field as well as selected audiences for strategic impact of its activities. For example, IASWR disseminated information about the research agenda on military women's health and its application to social work educators and practitioners to a broad social work audience and to a specifically targeted audience of researchers. IASWR modeled research enhancement activities that had been successfully conducted with NIMH support and collaboration. The IASWR

expanded its existing informational resources to include relevant materials to military women's health research. It worked in collaboration with existing military and civilian organizations and structures, leveraging available resources, and instigating and facilitating research enhancement activity on the part of and in cooperation with these groups. This collaborative approach avoided duplication of effort, made use of already existing resources, and encouraged "buy-in" to the research enhancement activities on the part of diverse segments of the social work field. To date, this strategy has provided a critical foundation for the future development of DOD-academic research partnerships.

The IASWR efforts included a planning component and a research enhancement component that targeted technical assistance and research infrastructure-building activities and broadly focused information dissemination to the social work education and practice communities. For the planning component, a multidisciplinary strategic work group was convened. The research enhancement program included an intensive workshop and follow-up technical assistance. Originally, IASWR proposed to support mentorships linking established women's health researchers and social work researchers within DOD and in schools of social work. Unfortunately, this component of the grant was not approved. In fact, some limited mentorship effort did take place involving follow-up support to civilian social work researchers who undertook the development of proposals for the Fiscal Year 1995 DWHRP BAA. While not originally proposed, additional activities were carried out to initiate a post-doctoral fellowship to model a specific mechanism for DOD-civilian research partnerships in social work.

In support of the overarching technical objective, IASWR conducted a strategic planning and research enhancement program of activities in collaboration with representatives from the DOD, VA, NIH and major women's research centers. Specifically, IASWR sponsored a series of strategic planning activities in which experts identified: priority areas of psychosocial research; opportunities for and barriers to developing civilian academic-DOD partnerships; and recommendations for research enhancement and technical assistance activities for this grant and for the future. In addition, IASWR carried out a full range of research enhancement and research infrastructure development activities, including: 1) providing and facilitating technical assistance through providing direct consultation on research proposal development; 2) disseminating information about DOD and other federal scientific priorities and funding opportunities; 3) facilitating partnerships between researchers and practitioners; and 4) facilitating research career development.

### **Strategic Planning Activities.**

To ensure that the grant activities were appropriately informed, the IASWR created and convened a multidisciplinary work group. This **Strategic Planning Committee** (see Appendix C) was composed of representatives from DOD programs and services responsible for the health and well-being of military women; other federal agencies involved in women's health research (i.e. VA, NIH); social work



academic institutions; and nationally recognized women's health researchers.

The **Strategic Planning Committee** acted in an advisory capacity to IASWR in carrying out a number of the grant activities. The Committee initially met in January, 1995 and identified a social work women's health research agenda relevant to the needs of DOD. It defined opportunities and mechanisms for social work research within DOD and developed recommendations for a Defense Women's Health research development program announcement for DOD fiscal year 1995 funding. In addition, the Committee developed recommendations and substantive content for a program of research enhancement activities targeted to social work academic institutions and military researchers and practitioners and it identified opportunities for the development of research mentorships and key potential mentors. Members of the Committee acted as advisors to IASWR in implementing some of these planning recommendations.

The **Strategic Planning Committee** provided specific recommendations on needed psychosocial research to the DOD staff who prepared the actual Fiscal Year 1995 DWHRP Broad Agency Announcement (BAA) (see Appendix D). In addition, specific recommendations for a comprehensive psychosocial and social services research component to the **IOM Committee on Defense Women's Health Research** (see Appendix E).

A select representation of the Committee held a second meeting in the Fall of 1995 to review the implementation of the research enhancement program and to make recommendations for future collaboration between DoD and social work researchers in the civilian community. The Committee members identified both barriers to establishing DOD-civilian research partnerships and opportunities and mechanisms for overcoming these barriers. These recommendations are included in the overall final recommendations of IASWR. In formulating future recommendations, Committee members drew from the highly successful model of research partnerships between State Mental Health Program Directors and academic centers that is supported by NIMH (see Appendix F).

Having an interdisciplinary group that represented researchers, federal agencies and the DOD helped ensure that the program of research enhancement activities planned was consistent with the overall program goals. In addition, it served to foster research partnerships between social workers and established researchers in other fields and promoted collaborations between the social workers in the DOD, schools of social work and federal organizations involved in research initiatives that address critical issues in women's health.

#### **Psychosocial Research Related to Military Women (and Men).**

Recognizing the urgent need for superior quality research on psychosocial topics of primary interest to the DWHRP, the IASWR multi-disciplinary strategic planning committee's objective was to provide a psychosocial research investment strategy designed to enhance the overall quality of the Fiscal Year 1995 Defense Women's Health Research Program. In approaching this task, the committee

was influenced by the following perspectives:

- Psychosocial research issues are typically not well-represented in broad health research planning.

- Psychosocial issues are essential critical components of any comprehensive effort to promote and sustain overall health and well-being, and are of fundamental importance in prevention as well as in the treatment of illness and disease.

- Psychosocial issues are critical elements in understanding and responding adequately to the stressful nature of military duty and military lifestyle, including the potentially unique and differential stresses on women serving in the Armed Forces.

- The under-representation of social work research related to military duty and military lifestyle is a serious concern because social workers are primary providers of a broad range of health-related services.

- Optimally, opportunities for multi-disciplinary research partnerships among and between the Department of Defense, other Federal Departments (e.g., VA, NIH etc.), and civilian researchers are critical elements in developing knowledge on which to base military programs to promote the health and well-being of women in the Armed Services and should be strongly encouraged.

- The congressional sponsors of the Defense Women's Health Research appropriation recognized in congressional language the importance of psychosocial stress issues. The Department of Defense plan, submitted to the Congress for the initial execution of the Defense Women's Health Research Program, specified psychosocial research as a core component of the overall research effort.

- The relationships among psychosocial well-being, general health, and positive functional outcome have long been recognized. Consequently, psychosocial research constitutes a critical component of any comprehensive health research program. The nature of military duties and military lifestyle issues (especially those associated with family life and significant interpersonal relationships) increase the likelihood that psychosocial factors will affect the health and well-being of service personnel, including unique issues related to gender differences or roles.

- Research should be directly focused on intervention strategies aimed at preventing, moderating, and/or delineating physical and psychosocial health factors that constitute existing barriers to women's successful contributions within all branches and components of the Armed Forces.

- The Defense Women's Health Research Program should specifically recognize the needs of all women serving in the Armed Forces, including those in the Reserve Components.

The **Strategic Planning Committee** identified the following psychosocial areas of research: See Appendix for specific examples.

-- Psychosocial stressors in the duty environment including issues associated with training requirements and the full range of operational deployments.

-- Psychosocial stressors associated with a military lifestyle across a military career.

-- Individual and/or organizational factors, including a specific focus on unit and community settings, that differentially affect access, utilization, and effectiveness of informal and formal social support systems.

-- Identification of psychosocial factors and their impact on victimization and violence against women serving in the Armed Forces, including a specific focus on the influences of life history, risk and protective factors, belief systems and military social structures that are associated with victimization.

-- Factors related to interpersonal relationships and behaviors in the duty (work place) and non-duty environment and their influence on patterns of duty performance and/or family-role effectiveness, physical, psychological, and social functioning and general well-being of military women.

-- Studies of the effectiveness of military programs and services intended to promote the health and general well-being of women.

#### **DOD-Civilian Research: Opportunities and Barriers.**

The Committee also identified the need to promote collaboration between DOD and civilian research programs and academic institutions. With respect to collaboration with social work, the Committee referred to the recent development of research programs in schools of social work. The Committee particularly cited the successful NIMH initiative which has already funded 4 research development centers in schools of social work. These centers are interdisciplinary and include collaborative research partnerships with human service programs. Both the Committee's views and IASWR's experience suggest that such models might be successfully developed to advance the contributions of social work to DOD research. Opportunities for DOD-related research were identified for each of the psychosocial research areas previously recommended. The large number of data bases available on military issues was seen as a particular strength and opportunity for secondary analysis and for critical longitudinal studies of military women's health. At the same time, it was observed that to increase civilian contributions to military research, these data bases must be sustained and made readily accessible to the general research community (such as is the case for other government funded data collections). Major barriers to carrying out the research agenda included the lack of social work staff in DOD with primary research responsibility or a designated DOD mechanism or entity to support civilian-DOD research partnerships among social workers.

## **Social Work Research Enhancement Activities.**

Through the grant period, the IASWR targeted the social work profession broadly, but focused on the social work academic community. To achieve the goal of increasing the number of social work researchers submitting research proposals under the 1995 BAA, a two-day intensive workshop was conducted. Other activities were targeted to build research infrastructure.

### **Technical Assistance Workshop.**

Guided by the recommendations of the Strategic Planning Committee, IASWR carried out the Research Enhancement Program, including an intensive technical assistance workshop and follow-up program for social work researchers who planned to compete for research support under the Fiscal Year 95 DWHRP. Participants were selected on the basis of a review of their application. The intensive two-day workshop was held in the Spring of 1995 (see Appendix G). Substantive content for the workshop included: (a) background on military social work practice; (b) substantive content on research agendas consistent with the defense women's health research program and on research mechanisms and opportunities within DOD; (c) technical assistance on the design and preparation of research and research development proposals that addresses issues unique to research within DOD; (d) technical assistance on mechanisms to develop research partnerships among schools of social work and DOD medical facilities, scientific laboratories, and various policy and program offices; (e) methods to develop information sharing networks among social work researchers in academic settings and DOD personnel; and (f) mechanisms to assist in the creation of social work research participation on interdisciplinary research teams. Participant evaluations of the workshop were highly favorable.

Eighteen social workers attended the workshop. Follow-up data as of this report, indicate that 6 of the participants submitted proposals under the 1995 BAA and that 2 are currently engaged in developing intramural and extramural research with the DOD. This represents a remarkably successful outcome from an intensive workshop and follow-up mentoring.

### **Research Infrastructure Development.**

In targeting research infrastructure development activities, IASWR built on prior experience in attempting to address specific barriers and problems encountered by social workers in developing research careers and in obtaining federal research funding. Two specific activities were based on knowledge gained from this experience with NIMH in facilitating social work research as well as knowledge members of the Committee.

First, social work is particularly disadvantaged in developing advanced research careers because few existing post-doctoral fellowship programs are open to social workers. Therefore, IASWR began to facilitate the development of a post-doctoral fellowship program that partners DOD with an interdisciplinary military-focused university-based research program and a school of social work.

Second, a third meeting of representatives of the **Strategic Planning Committee** was held in January of 1996 (See Appendix H). The specific purpose of this meeting was to: inform social work researchers in schools of social work within close geographic proximity to military installations and military research programs about opportunities and mechanisms to partner with DOD in conducting research; and obtain recommendations about ways to foster research career training in social work for military research.

#### Information Dissemination.

The grant supported activities that helped create greater awareness in the broad social work field about research opportunities within DOD and it facilitated the initial development of DOD-civilian research networking and linkages.

a. The IASWR organized two research development workshops in connection with the 1995 National Association of Social Work annual professional meeting and the Council of Social Work Education Annual Program meeting. With a targeted women's health issue focus, the workshops highlighted critical research issues, reviewed current developments in military research, and identified sources of research funding for social workers seeking opportunities related to DOD women's health issues.

b. IASWR provided information sessions covering DOD women's health initiatives, and social work related research activity at the annual meetings of the National Association of Social Work Deans and Directors, the Group for the Advancement of Social Work Doctoral Education, and the Association of Social Work Baccalaureate Program Directors.

c. The IASWR publicized relevant women's health research funding opportunities in periodic updates on its Internet List Serve, which is widely disseminated to the social work research and academic community.

d. The IASWR worked collaboratively with the organization of military social workers to plan informational and technical assistance sessions at their 1995 meeting.

#### **SUMMARY.**

**Institute for the Advancement of Social Work Research (IASWR)** participation in the Fiscal Year 1994 **Defense Women's Health Research Program (DWHRP)** was successful in encouraging the development of a psychosocial research component in the Fiscal Year 1995 DWHRP and in encouraging social work participation in the **Broad Agency Announcement** extramural research grant process. In addition, it facilitated collaborations and research partnerships between academic social workers and DOD scientists and program staff. It is expected that these initiatives will generate research-based knowledge to enhance the effectiveness of health-related programs and services for military women. As a result of the efforts of the IASWR, there are an increasing number of academic social work researchers interested in

and prepared to conduct relevant research on military women's health issues. While the results of the 1995 BAA are not known at this time, the IASWR believes that it has laid the foundation for enhancing social work research- infrastructure through increased interdisciplinary and academic-military collaboration. The IASWR intends to continue disseminating information about DOD research opportunities for academic and other civilian sector social worker researchers. These now include a number of retired, former, and current military social workers as constituents.

#### **RECOMMENDATIONS.**

The psychosocial health and well-being of military women are critical aspects of military readiness. While the 1994 and 1995 DWHRPs have in the past, and in some cases continue to support important psychosocial research, there are many factors associated with military duties, military operational environments, and military service across individual and family lifestages that warrant continued study. While the IASWR 1994 DWHRP grant highlighted the need and opportunities for social work research contributions to DOD research efforts, there remains a need to establish the social work research infrastructure and enhance the DOD-civilian partnerships necessary to address the full range of psychosocial research requirements associated with military women's psychosocial health needs. In support of these requirements and opportunities, the IASWR recommends that:

1. **Congress** provide "bridge" supplemental funding in Fiscal Year 1997 to continue a program of intermural and extramural research. This funding would provide an opportunity to capitalize on the most promising research findings from the 1994 and 1995 DWHRP. It is important to remember that congress originally envisioned a DWHRP with three to five years of Congressional supplemental funding. Because of program implementation delays, there was no need for a Fiscal Year 1996 DWHRP appropriation. In Fiscal Year 1998, DOD should consider adopting the IOM recommendation for sustaining a DWHRP in the President's DOD Budget.

2. **Congress** establish a budgetary line item to support social work research within DOD similar to the current budgetary support for nursing research. This action would ensure that identified military scientists would be able to fully participate in critical research partnerships with civilian researchers and that research on both psychosocial problems and services to address these problems would be conducted.

3. The **DOD** establish a competitively chosen, university-based, consortia partnering Department of Defense research and health care facilities, an academically-based women's health research center, and a graduate school of social work to develop the interdisciplinary research infrastructure necessary, specifically including a post-doctoral research fellowship program, to be responsive to the critical psychosocial issues related to the health, quality of life, and military readiness of military women and men that is of vital concern to the Department of Defense.

4. The DOD continue, and where appropriate, expand its intramural and extramural research on psychosocial issues. Advances in behavioral and social research and health have led to increasing recognition of this area of research as a respected science. Psychosocial factors will continue to influence the health and well-being of military personnel and military readiness.

5. The **social work profession**, as represented by its national organizations and graduate schools of social work, act on the numerous opportunities existing within the Department of Defense to further the important development psychosocial services research within DOD. Department of Defense and academic partnerships in the psychosocial service arena offer unique opportunities for research and for research dissemination that will offer substantial benefit for both the military and the nation.

ENCLOSURES.

Copies of Congressional and Assistant Secretary of Defense for Health Affairs Letters (Appendix A)

Fiscal Year 1995 Senate Appropriations Report (Appendix B)

Agenda of the initial Strategic Planning Committee meeting and a list of participants (Appendix C)

Recommendations to DOD staff regarding 1995 DWHRP BAA (Appendix D)

Recommendations to the IOM Defense Women's Health Research Committee (Appendix E)

Agenda of the November Committee meeting and a list of participants (Appendix F)

Workshop agenda and a list of participants (Appendix G)

Agenda of January meeting and a list of participants (Appendix H)



APPENDIX A

United States Senate

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APPROPRIATIONS  
Chairman, Subcommittee on Defense  
  
COMMERCE, SCIENCE AND TRANSPORTATION  
Chairman, Subcommittee on Communications  
  
Chairman, COMMITTEE ON INDIAN AFFAIRS  
  
Chairman, DEMOCRATIC STEERING COMMITTEE  
  
Member, COMMITTEE ON RULES AND  
ADMINISTRATION


May 9, 1994

Stephen C. Joseph, M.D., M.P.H.  
Assistant Secretary  
Health Affairs  
Department of Defense  
The Pentagon  
Washington, D.C. 20301-1200

Dear Dr. Joseph:

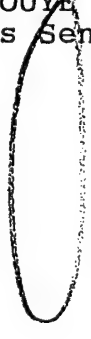
I am writing to share with you a copy of correspondence I recently received from Ms. Susan Hoechstetter, Director of Legislative Affairs, National Association of Social Workers (NASW), requesting my assistance in arranging a meeting with the appropriate officials in the Department to explore various research possibilities for members of the social work profession.

Over the years, I have been pleased to work closely with the NASW and the Dean of the School of Social Work at the University of Hawaii, and accordingly, I would appreciate your every assistance.

Aloha  
  
DANIEL K. INOUE  
United States Senator

DKI:phdw  
Enclosure

cc: Dean Patricia Ewalt  
Ms. Susan Hoechstetter

  
right  
committee  
Hans Linder



THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D. C. 20301-1200

JUN 23 1994

HEALTH AFFAIRS

Senator Daniel K. Inouye  
United States Senate  
SH-722, Hart Senate Office Building  
Washington, D.C. 20510-1102

Dear Senator Inouye:

Thank you for your letter of May 5, 1994, regarding social work research.

Enclosed is a copy of my correspondence to Ms. Susan Hoechstetter, Director of Legislative Affairs, National Association of Social Workers. The Department of Defense values social work's contribution to our overall health care and human service programs. We look forward to the interaction between the U.S. Army Medical Research, Development, Acquisition and Logistics Command and representatives of the Institute for the Advancement of Social Work Research.

Thank you for bringing this matter to my attention.

Sincerely,

A handwritten signature in dark ink, appearing to read "Stephen C. Joseph", is written over the typed name.

Stephen C. Joseph, M.D., M.P.H.

Enclosure  
As Stated



THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D. C. 20301-1200

JUN 23 1994

HEALTH AFFAIRS

Ms. Susan Hoechstetter, ACSW  
Government Relations Director  
National Association of Social Workers  
750 First Street, NE. Suite 700  
Washington D.C. 20002-4241

Dear Ms. Hoechstetter:

This correspondence is in response to your recent letter to Senator Daniel K. Inouye regarding a desire to meet with Department of Defense representatives to discuss the potential for developing social work research initiatives.

The Department of Defense recognizes and values the contribution of professional social workers to our various military health care and human service programs. While I am not sure what support the Department of Defense can provide for social work research infrastructure development, I appreciate the opportunity to discuss any effort that has a potential to enhance Department of Defense health and human service programs.

I have asked the U.S. Army Medical Research, Development, Acquisition and Logistics Command (USAMRDALC) to take responsibility for arranging an initial meeting with you and representatives of the Institute for the Advancement of Social Work Research. Colonel James A. Martin, the Executive Assistant to the Commander of the USAMRDALC, will contact you in the near future to arrange a meeting. Colonel Martin will ensure that social workers representing the full spectrum of our DoD health and human services programs have an opportunity to participate in this discussion.

Thank you for your interest.

Sincerely,

A handwritten signature in black ink, appearing to read "Stephen C. Joseph", is written over a horizontal line.

Stephen C. Joseph, M.D., M.P.H.

DANIEL K. INOUE  
HAWAII

APPROPRIATIONS  
Chairman, Subcommittee on Defense  
NATURAL RESOURCES, SCIENCE AND TRANSPORTATION  
Chairman, Subcommittee on Communications  
Chairman, COMMITTEE ON INDIAN AFFAIRS  
Chairman, DEMOCRATIC STEERING COMMITTEE  
Chairman, COMMITTEE ON RULES AND  
ADMINISTRATION

## United States Senate

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June 30, 1994


Stephen C. Joseph, M.D., M.P.H.  
Assistant Secretary  
Health Affairs  
Department of Defense  
The Pentagon  
Washington, D.C. 20301-1200

Dear Dr. Joseph:

I appreciate your assistance in asking the Army's Medical Research, Development, Acquisition, and Logistics Command to meet with representatives of the National Association of Social Workers and the Institute for the Advancement of Social Work to discuss the potential for developing social work research initiatives within the Department of Defense (DOD). I am confident that the Army representatives will take full advantage of this important opportunity.

In this regard, I would also appreciate your assistance in endorsing the use of funds provided by the Congress for the Defense Women's Health Research Program as a potential mechanism for supporting a social work research initiative within the DOD. I believe that there is a natural fit between these two initiatives, and that together, they provide an impressive opportunity to enhance the general health and well-being of women in the Armed Services.

Your continued assistance is deeply appreciated.

  
DANIEL K. INOUE  
United States Senator

DKI:phdw

## Calendar No. 535

103D CONGRESS }  
2d Session }

SENATE

{ REPORT  
103-321 }

## DEPARTMENT OF DEFENSE APPROPRIATION BILL, 1995

JULY 29 (legislative day, JULY 20), 1994.—Ordered to be printed

Mr. INOUE, from the Committee on Appropriations,  
submitted the following

## REPORT

[To accompany H.R. 4650]

The Committee on Appropriations, to which was referred the bill (H.R. 4650) making appropriations for the Department of Defense for the fiscal year ending September 30, 1995, and for other purposes, reports the same to the Senate with amendments and recommends that the bill as amended do pass.

*New obligatory authority*

Total of bill as reported to Senate .....	\$243,414,029,000
Total of 1995 budget estimate .....	244,711,179,000
Amount of bill as passed by House .....	243,564,292,000
Amount of fiscal year 1994 enacted .....	240,544,945,000
The bill as reported to the Senate:	
Below fiscal year 1995 budget estimate .....	- 1,297,150,000
Over enacted appropriations for fiscal year 1994 .....	+ 2,869,084,000
Below the House passed bill .....	+ 150,263,000

## SOCIAL WORK RESEARCH CENTERS

The Committee instructs the Department of Defense to ensure that the Women's Health Research Program support at least two research centers within schools of social work in communities with large concentrations of military families (including the University of Hawaii). The centers would conduct research on the impact on the healthy functioning of women in the military of psychosocial factors resulting from family violence, military deployment, and downsizing, with special attention to research on intervention strategies undertaken by social workers as primary providers of health care to military families.

## TRIPLER ARMY MEDICAL CENTER

*Renal Institute of the Pacific.*—The Committee provides \$2,000,000 to fund the design for a state-of-the-art dialysis facility which will improve the ability of this renal institute to provide quality renal dialysis services to military health system beneficiaries.

*Nurse demonstration project.*—The Committee continues to support the nurse demonstration project at Tripler Army Medical Center. The project, which was created to test the use of additional ancillary nonnursing personnel to improve nurse productivity, enhance patient care, currently provides very cost effective utilization of critical nursing resources.

*Pacific Island referral project.*—The Committee provides \$2,500,000 for the continuation of the Pacific Island health care project. The project has been extremely successful in providing valuable graduate medical education [GME] opportunities to medical staff at Tripler and in providing quality health care to the over 1,400 Pacific Islander beneficiaries who have been treated since the program's 1990 inception.

## DISASTER MANAGEMENT TRAINING PROGRAM

The Committee provides \$1,000,000 for the development of a Disaster Management Training Program based at Tripler Army Medical Center, in partnership with the University of Hawaii [UH] and Pacific Command [PACOM]. The program will serve as a center of excellence in training, education, and research. The partnership's pooled resources and expertise will prepare DOD personnel to meet requirements of operations other than war, including disaster relief and humanitarian assistance.

## AMERICAN RED CROSS EMERGENCY COMMUNICATIONS

The Committee is concerned that the American National Red Cross is experiencing financial difficulties in continuing to provide emergency communications services to military families and servicemembers. Military families in crisis requiring help locating a servicemember often turn to the Red Cross for this service. The Red Cross emergency communications network is financed almost entirely by charitable contributions; however, recent trends have resulted in more philanthropy focused on local needs, placing worthy programs that meet military needs under increasing financial

APPENDIX C

**Institute for the Advancement of Social Work Research**

**Enhancing Social Work Research on Military Women's Health**

**Strategic Planning Committee**

May 1-2, 1995  
Westfield's Conference Center  
Chantilly, Virginia

**Agenda**

**Monday, May 1**

8:30 AM	Continental Breakfast
9:00	Welcome, Review of the Defense Women's Health Research Program to Date, Background Information on IOM Study
9:45	Presentation of Needed Research--Committee Members
10:45	Break
11:00	Continue Committee Members Presentations
12:00 PM	LUNCH
1:30	Small Group Meetings
3:00	BREAK
3:15	Full Group Meeting
4:30	ADJOURN

**Tuesday, May 2**

8:30 AM	Continental Breakfast
9:00	Small Group Meetings
11:00	Full Group Meeting
12:00 PM	LUNCH
1:30	Small Group Meetings
3:00	BREAK
3:15	Full Group Meeting
4:00	ADJOURN

# Institute for the Advancement of Social Work Research

## Enhancing Social Work Research on Military Women's Health

### Strategic Planning Committee

May 1-2, 1995  
Westfield's Conference Center  
Chantilly, Virginia

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# INSTITUTE FOR THE ADVANCEMENT OF SOCIAL WORK RESEARCH

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## Executive Director

Kathleen R. Ell

July 26, 1995

Irene Rich, Ph.D.  
Colonel, U.S. Army  
Research Area Director - RAD 6  
U.S. Army Medical Research and Material Command  
Fort Detrick, Frederick, MD 21702-5012

Dear Colonel Rich:

The Institute for the Advancement of Social Work Research (IASWR) is pleased to provide the enclosed preliminary report for your consideration.

The IASWR Strategic Planning Committee's report provides recommendations designed to enhance the psychosocial components of the FY95 Defense Women's Health Research Program. The report highlights specific areas of psychosocial research and example research questions that merit consideration in the preparation of the program Broad Agency Announcement and execution of the research proposal selection process.

Thank you for your continued interest in psychosocial research and the development of opportunities for social work researchers to contribute to the overall health and well-being of women serving in the Armed Forces.

Sincerely,



Kathleen Ell, D.S.W.  
Executive Director

INSTITUTE FOR THE ADVANCEMENT OF SOCIAL WORK RESEARCH  
750 First Street, N.E., Suite 700  
Washington, DC 20002-4241

July 28th, 1995

DEFENSE WOMEN'S HEALTH RESEARCH PROGRAM

**A Focus on Psychosocial Research**

**Overview Statement:** The Institute for The Advancement of Social Work Research (IASWR) received a grant from the Fiscal Year 1994 Defense Women's Health Research Program. One component of this grant involves providing the U.S. Army Medical Research and Material Command (the Executive Agent for the Defense Women's Health Research Program) with planning guidance and infrastructure enhancement recommendations related to research of interest to social work. This information was requested for incorporation into the planning for the Fiscal Year 1995 Defense Women's Health Research Program. These tasks were executed by the IASWR via the formation of a multi-disciplinary, senior-level, strategic planning committee. **This summary report includes specific recommendations for the FY95 Defense Women's Health Research Broad Agency Announcement.**

**Purpose:** Recognizing the urgent need for superior quality research on psychosocial topics of primary interest to the DWHRP, the IASWR multi-disciplinary strategic planning committee's objective was to provide a psychosocial research investment strategy designed to enhance the overall quality of the Fiscal Year 1995 Defense Women's Health Research Program. In approaching this task, the committee was largely concerned with these six identified issues:

-- Psychosocial research issues are typically not well represented in broad health research planning.

-- Psychosocial issues are essential critical components of any comprehensive effort to promote and sustain overall health and well-being, and are of fundamental importance in prevention as well as in the treatment of illness and disease.

-- Psychosocial issues are critical elements in understanding and responding adequately to the stressful nature of military duty and military lifestyle, including

the potentially unique and differential stresses on women serving in the Armed Forces.

-- The specific contribution of the profession of social work relative to its position as one of the primary providers of a broad range of health-related services, and the corresponding under-representation of social work research related to military duty and military lifestyle issues is of concern.

-- Optimally, opportunities for multi-disciplinary research partnerships among and between the Department of Defense, other Federal Departments (i.e., DVA, NIH etc.), and civilian researchers are crucial for promoting the enhanced health and well-being of women in the Armed Services should be strongly encouraged.

-- The congressional sponsors of the Defense Women's Health Research appropriation recognized in congressional language the importance of psychosocial stress issues. The Department of Defense plan, submitted to the Congress for the initial execution of the Defense Women's Health Presort Program, specified psychosocial research as a core component of the overall research effort.

**Process:** The Institute for the Advancement of Social Work Research has organized a multi-disciplinary committee of senior-level scientists and mental health practitioners, representing the Department of Defense, each of the military services, other Federal Agencies interested in women's health research, and civilian educational institutions. This group was tasked with developing a strategic plan outlining relevant and timely psychosocial research components for the Fiscal Year 1995 Defense Women's Health Research Program. The group was specifically asked to highlight potential opportunities for research contributions by social work research. A listing of Committee members is at Enclosure A.

#### **Committee Recommendations:**

##### **Program Goals:**

-- The relationships among psychosocial well-being, general health, and positive functional outcome have long been recognized. Consequently, psychosocial research constitutes a critical component of any comprehensive health research program. The nature of military duties and military lifestyle issues (especially those associated with family life and significant interpersonal relationships) increase the likelihood that psychosocial factors will

affect the health and well-being of service personnel, including unique issues related to gender differences or roles. This makes it imperative that the major program goals for the Defense Women's Health Research Program underscore the specific need to **expand the scope of biomedical research on military women's health issues to include relevant psychosocial research.**

-- Research should be directly focused on methodologies and intervention strategies aimed at preventing, moderating, and/or delineating physical and psychosocial health factors that constitute existing barriers to women's successful contributions within all branches and components of the Armed Forces.

-- The Defense Women's Health Research Program should specifically recognize the needs of all women serving in the Armed Forces, **including those in the Reserve Components.**

#### **Recommendations for Programmatic Investment Strategies:**

The following recommendations are modeled after the very successful Institute of Medicine investment strategy developed for the Fiscal Year 1993 Department of Defense Breast Cancer Research Program. Each recommendation should include opportunities for social work researchers and other behavioral scientists.

-- **Training and recruitment with an emphasis on the provision of:**

--- Predoctoral fellowships, Postdoctoral fellowships, and First Awards for new investigators.

--- Career development awards, including an award targeted to military and Department of Defense civilian social workers modeled after the NIH awards for scientist development.

--- Technical assistance workshops.

--- Military Academic Liaison awards modeled after the NIMH Public/Academic Liaison (PAL) awards.

--- Sabbatical awards for mid-career scientists.

-- **Infrastructure enhancement:**

--- Social Work Research Development Centers modeled after those sponsored by NIMH.

--- Multi-disciplinary Consortia.

--- Information systems on military women's health.

-- **Research project mechanisms:**

--- Small Grants for new investigators.

--- Administrative supplements.

--- Innovative developmental and exploratory awards.

--- Investigator-initiated grants (R01-type).

Recommendations for "specific areas of research" related to gender and example "critical research questions" related to each area:

-- Psychosocial stressors in the duty environment including issues associated with training requirements and the full range of operational deployments.

\* What factors in the duty environment (work hours, gender ratios in work groups, nontraditional work characteristics, absence from home, extended deployments, leadership climate etc.,) are associated with positive and/or negative adaptation for military men vs. women?

\* What organizational factors differentially contribute to optimal performance of women vs. men in the military workplace?

\* What are the work environment characteristics that optimize male-female workplace interactions?

\* Do women fare better (enhanced performance, decreased dropout rate) in training environments which are based on positive reinforcement than they do in training environments based on a "tearing down and building back up" model?

\* Are certain psychosocial stressors more highly associated with women's premature termination from military service and/or their personal decisions to leave military service?

\* Does the availability of gender specific mentoring for women result in positive adaptation?

-- Psychosocial stressors associated with a military lifestyle across a military career.

\* What psychosocial factors characterize men's and women's decisions to join and remain in military service?

\* What do military men and women see as the most prominent and critical issues facing them throughout their military careers (e.g., frequent moves, deployments, loss of friends and social isolation, promotion issues, duty hours, family needs)?

\* What life cycle stages are associated with positive or negative changes in adaptation for military men and women?

\* What interventions (support systems, training, concrete assistance) foster positive adaptations in duty performance and retention decisions at various life cycle stages for military men and women?

\* Are there differences in how military men and women cope with work/family conflict?

\* What psychosocial stressors during pregnancy and postpartum are uniquely associated with being on active duty?

\* Are the factors military women consider in family planning and family-life management similar or different to those of civilian women of similar background characteristics?

-- Individual and/or organizational factors, including a specific focus on unit and community settings, that differentially affect access, utilization, and effectiveness of informal and formal social support systems.

\* Do women differ from men on their responses to instruments designed to measure military cohesion, morale, and other factors related to individual and small group performance and psychosocial health and well being?

\* Are there different military career patterns for women and men based on personal and/or family life issues?



\* Do military control/authority issues have a different impact on women in the military than on men?

\* What are the patterns of use and the effectiveness of formal and informal social supports for men and women in garrison and while deployed?

-- Studies of the effectiveness of military programs and services intended to promote the health and general well-being of women.

\* What military programs/services do military women and men most value and for what reasons?

\* How do men and women perceive access and quality of medical services across their career and personal lifecycle?

\* To what extent do existing military mental health programs address the needs of men and women soldiers?

\* What are the gaps in the mental health services for women (including depression associated with postpartum depression)?

\* What are the effective preventive health practices for military men and women and how well do existing programs support these practices?

-- Identification of psychosocial factors and their impact on victimization and violence against women serving in the Armed Forces, including a specific focus on the influences of life history, risk and protective factors, belief systems and military social structures that are associated with victimization.

\* To what extent do women perceive sexism in their military setting and in the Armed Forces in general?

\* Are military women subjected to more or less violence and victimization than women in non-military work settings?

\* Do women with histories of victimization seek and/or require increased amounts of health care?

\* What is the association, if any, between the development of psychological or behavioral disorders (e.g., substance abuse, depression, eating disorders, etc.,) and duty-related military stressors?

\* What are the duty performance and attrition/retention consequences of pre-service and/or service-related victimization for military women?

\* Can early identification and support provisions to military women with histories of abuse as children increase the rates of successful completion of basic training?

\* What client and/or provider guidelines are needed for appropriate health/mental health treatment and education programs for victims of sexual violence?

\* What are the psychosocial protective factors that have offset victimization in the life histories of women who have been successful in the Armed Forces?

-- Factors related to interpersonal relationships and behaviors in the duty (work place) and non-duty environment and their influence on patterns of duty performance and/or family-role effectiveness, physical, psychological, and social functioning and general well-being of military women.

\* How is the family caregiver role accomplished in families where the active duty member is a woman vs. a man?

\* Is there a different attrition rate for military women with family responsibilities? How do personal, unit, community, and institutional factors influence attrition differences for these women?

\* What are the unit and organizational factors and characteristics that enable women with family responsibilities to be successful in the Armed Services?

\* Are there differences in the reintegration process after deployments for mothers vs. fathers?

\* What cognitive, behavioral, and social variables differentiate between women who adapt well to military service and those who do not?

**Summary:**

Psychosocial research, including contributions by social work researchers, are critical components of a full portfolio of women's health research related to service in the U.S. Armed Services.

**A comprehensive Fiscal Year 1995 Defense Women's Health Research Program must provide a full range of opportunities for psychosocial research.**

The Defense Women's Health Research Program should also consider including some of the very successful strategy recommendations contained in the Fiscal Year 1993 Institute of Medicine Army Breast Cancer Research Program. These strategies promoted opportunities for training and recruitment of new scientists and the creation of important infrastructure enhancement for breast cancer research.

Similarly, research related to the health and well-being of women serving in the Armed Forces represents the study of a population involved in a diverse array of occupational activities and a very unique lifestyle. Promoting research infrastructure and scientific interest in the health and well-being of military women will benefit this population, the Department of Defense, and the Nation.

## **Appendix A: Strategic Planning Committee**

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APPENDIX E

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B R Y N M A W R

May 18th, 1995

Carol Sutor, D.Sc.  
Study Director: Defense Women's Health Research  
Institute of Medicine, National Academy of Sciences  
2101 Constitution Avenue  
Washington, DC 20418

Dear Dr. Sutor:

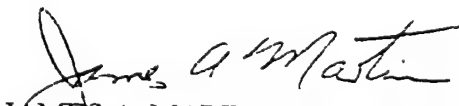
Attached is a copy of the interim report of the Institute for the Advancement of Social Work Research (IASWR), Defense Women's Health Research Program, Strategic Planning Committee.

As you know, this Committee will continue its work under a grant from the Department of Defense. The Committee's final report is due in the first quarter of 1996. This interim report was prepared in order to contribute to the work of the Institute of Medicine in developing recommendations for implementing the Fiscal Year 1995 Defense Appropriation which continues funding for a Defense Women's Health Research Program.

The IASWR multi-disciplinary, senior-level Strategic Planning Committee brings together experts in psychosocial health issues from the Department of Defense, other Federal Agencies, and the civilian sector. This distinguished Committee has developed recommendations for the inclusion of psychosocial research within a broadly defined investment strategy for a Defense Women's Health Research Program. These strategies are designed to satisfy the intent of the Congress and to provide the Department of Defense with a comprehensive research program targeted at meeting the psychosocial health and well-being needs of women serving in the Armed Forces.

The members of the Strategic Planning Committee thank you for the opportunity to contribute to the goal of providing the Department of Defense with a comprehensive plan for the Fiscal Year 1995 Defense Women's Health Research Program appropriation.

Thank you for your interest and consideration.

  
JAMES A. MARTIN, Ph.D., BCD  
Colonel, USA (Retired)  
Associate Professor and Committee Co-Chair



# INSTITUTE FOR THE ADVANCEMENT OF SOCIAL WORK RESEARCH

## Defense Women's Health Research Program

### A Focus on Psychosocial Research

**Overview Statement:** The Institute for The Advancement of Social Work Research (IASWR) received a grant from the Fiscal Year 1994 Defense Women's Health Research Program. One component of this grant involves providing the U.S. Army Medical Research and Material Command (the Executive Agent for the Defense Women's Health Research Program) with planning guidance and infrastructure enhancement recommendations related to research of interest to social work. This information was requested for incorporation into the planning for the Fiscal Year 1995 Defense Women's Health Research Program. These tasks were executed by the IASWR via the formation of a multi-disciplinary, senior-level, strategic planning committee. This summary report reflects the initial work of this committee.

**Purpose:** Recognizing the urgent need for superior quality research on psychosocial topics of primary interest to the DWHRP, the IASWR multi-disciplinary strategic planning committee's objective was to provide a psychosocial research investment strategy designed to enhance the overall quality of the Fiscal Year 1995 Defense Women's Health Research Program. In approaching this task, the committee was largely concerned with these identified issues:

- Psychosocial research issues are typically not well-represented in broad health research planning.

- Psychosocial issues are essential critical components of any comprehensive effort to promote and sustain overall health and well-being, and are of fundamental importance in prevention as well as in the treatment of illness and disease.

- Psychosocial issues are critical elements in understanding and responding adequately to the stressful nature of military duty and military lifestyle, including the potentially unique and differential stresses on women serving in the Armed Forces.

- The specific contribution of the profession of social work relative to its position as one of the primary providers of a broad range of health-related services, and the corresponding under-representation of social work research related to military duty and military lifestyle issues is of concern.

- Optimally, opportunities for multi-disciplinary research partnerships among and between the Department of Defense, other Federal Departments (e.g., DVA, NIH etc.),

and civilian researchers is crucial for promoting the enhanced health and well-being of women in the Armed Services should be strongly encouraged.

-- The congressional sponsors of the Defense Women's Health Research appropriation recognized in congressional language the importance of psychosocial stress issues. The Department of Defense plan, submitted to the Congress for the initial execution of the Defense Women's Health Presort Program, specified psychosocial research as a core component of the overall research effort.

**Process:** The Institute for the Advancement of Social Work Research sponsored a two-day meeting comprised of a multi-disciplinary committee of senior-level scientists and mental health practitioners, representing the Department of Defense, each of the military services, other Federal Agencies interested in women's health research, and civilian educational institutions. This group was tasked with developing a strategic plan outlining relevant and timely psychosocial research components for the Fiscal Year 1995 Defense Women's Health Research Program. The group was specifically asked to highlight potential opportunities for research contributions by social work research. A complete listing of Committee members is at Enclosure A.

#### **Committee Recommendations:**

##### **Program Goals:**

-- The relationships among psychosocial well-being, general health, and positive functional outcome have long been recognized. Consequently, psychosocial research constitutes a critical component of any comprehensive health research program. The nature of military duties and military lifestyle issues (especially those associated with family life and significant interpersonal relationships) increase the likelihood that psychosocial factors will affect the health and well-being of service personnel, including unique issues related to gender differences or roles. This makes it imperative that the major program goals for the Defense Women's Health Research Program underscore the specific need to **expand the scope of biomedical research on military women's health issues to include relevant psychosocial research.**

-- Research should be directly focused on methodologies and intervention strategies aimed at preventing, moderating, and/or delineating physical and psychosocial health factors that constitute existing barriers to women's successful contributions within all branches and components of the Armed Forces.

-- The Defense Women's Health Research Program should specifically recognize the needs of all women serving in the Armed Forces, including those in the Reserve Components.

**Recommendations for Programmatic Investment Strategies:** The following recommendations are modeled after the very successful Institute of Medicine investment strategy developed for the Fiscal Year 1993 Department of Defense Breast Cancer Research Program. Each recommendation should include opportunities for social work researchers and other behavioral scientists.

**Training and recruitment with an emphasis on the provision of:**

- Predoctoral fellowships.
- Postdoctoral fellowships.
- First awards for new investigators.
- Career development awards, including an award targeted to military and Department of Defense civilian social workers modeled after the NIH awards for scientist development.
- Technical assistance workshops.
- Military Academic Liaison awards modeled after the NIMH Public/Academic Liaison (PAL) awards.
- Sabbatical awards for mid-career scientists.

**Infrastructure enhancement:**

- Social Work Research Development Centers modeled after those sponsored by NIMH.
- Multi-disciplinary Consortia.
- Information systems on military women's health.

**Research project mechanisms:**

- Small Grants for new investigators.
- Administrative supplements.
- Innovative developmental and exploratory awards.
- Investigator-initiated grants (R01-type).

**Areas of research interests related to gender:**

- Psychosocial stressors in the duty environment including issues associated with training requirements and the full range of operational deployments.
- Psychosocial stressors associated with a military lifestyle across a military career.
- Individual and/or organizational factors, including a specific focus on unit and community settings, that differentially affect access, utilization, and effectiveness of informal and formal social support systems.
- Studies of the effectiveness of military programs and services intended to promote the health and general well-being of women.
- Identification of psychosocial factors and their impact on victimization and violence against women serving in the Armed Forces, including a specific focus on the influences of life history, risk and protective factors, belief systems and military social structures that are associated with victimization.
- Factors related to interpersonal relationships and behaviors in the duty (work place) and non-duty environment and their influence on patterns of duty performance and/or family-role effectiveness, physical, psychological, and social functioning and general well-being of military women.

**Summary Statement:** Psychosocial research, including contributions by social work researchers, are critical components of a full portfolio of women's health research related to service in the U.S. Armed Services. A comprehensive Fiscal Year 1995 Defense Women's Health Research Program must provide a full range of opportunities for psychosocial research. The Defense Women's Health Research Program should also consider including some of the very successful strategy recommendations contained in the Fiscal Year 1993 Institute of Medicine Army Breast Cancer Research Program. These strategies promoted opportunities for training and recruitment of new scientists and the creation of important infrastructure enhancement for breast cancer research. Similarly, research related to the health and well-being of women serving in the Armed Forces represents the study of a population involved in a diverse array of occupational activities and a very unique lifestyle. Promoting research infrastructure and scientific interest in the health and well-being of military women will benefit this population, the Department of Defense, and the Nation.

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STRATEGIC PLANNING COMMITTEE**

**FROM JIM MARTIN (CO-CHAIR)**

**DATE: October 26th, 1995**

**Thank you for agreeing to participate in this important meeting.**

**As Co-Chair of this IASWR effort, I will assure you that we will begin on time (8:30 am), end on time (4:00 PM), and work very hard in between.**

**I would like you to give some thought to this effort before you arrive. To this end, I have provided a copy of the IASWR Defense Women's Health Research Program interim report. I have also provided the draft outline for our final report (due in early 1996).**

**Our meeting on the 3rd is focused on that aspect of the final report having to do with the goal of involving the Department of Defense (as well as other Federal Departments) in building research infrastructure within social work.**

**Here are a few questions to think about before we meet:**

**What actions/conditions will promote and facilitate partnerships between broadly defined social work practitioners (those providing clinical services, as well as those administering service programs) and social work researchers focused on practice/program outcomes? How can this happen in general and between DOD and the civilian academic community?**

**What are the barriers that must be confronted to achieve the above goals?**

**What opportunities exist (and where) to achieve the above goals with respect to broadly defined social work practice in the DOD?**

**What can we learn from other models of practice-research partnerships in the fields of health, mental health, family/children's services etc.?**

**What research technical assistance is needed to advance the profession's capacity to conduct rigorous services research (for example: to increase the number of skilled social work researchers? to advance the understanding of social work practitioners about research methodology and the conduct of practice-based research - especially in settings like DOD)?**

**These questions may stimulate other issues - hopefully they will. Please share these additional issues/questions with me (and/or bring them with you to the meeting on the 3rd).**

**I look forward to seeing you in Washington**

**Jim Martin**

**incl.:**

**List of participants  
Interim DWHRP Report  
Draft outline for final DWHRPR**

# Institute for the Advancement of Social Work Research

Enhancing Social Work Research on Military Women's Health

Strategic Planning Committee

November 3, 1995  
Hyatt Regency on Capitol Hill  
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APPENDIX G

IASWR Technical Assistance Seminar:  
Defense Women's Health Research Program

NASW Conference Room D  
750 First Street, NE  
Washington, DC 20002

Thursday, June 8

8:30-9:00AM Welcome/Introductions  
Kathleen Ell, IASWR

9:00-9:30 Background about the DWHRP  
The question of applied research in DoD  
Jim Martin

Break

9:45-10:45 The results of the FY93 DWHRP BAA  
Col. Robert Gifford

10:45-11:30 Lessons learned in competing for DoD grants  
Pete McNelis

LUNCH

1:00-2:30 How to write a successful proposal  
Ret. Col. Mary Mays

Break

2:45-4:00 Continued  
Mary Mays

4:00 Group assignment/networking

Friday, June 9

8:30-9:00AM Review/Q&A  
Jim Martin

9:00-10:15 Content of the FY 95 BAA & Q/A  
Col. Irene Rich

Break

10:30-11:45 Group Mentoring  
Jim Martin, Mary Mays

LUNCH

1:00-2:30      Military social work practice- Issues for applied  
research  
Col. Robert Mays (Army) Commander Larry Zoller  
(Navy)

Break

2:45-3:30      Partnering issues

3:30            Closing comments/issues  
Kathy Ell

**INSTITUTE FOR THE ADVANCEMENT OF SOCIAL WORK RESEARCH  
Technical Assistance Workshop  
Department of Defense Women's Health Research Program**

**June 8-9, 1995  
NASW Conference Center**

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## **DOD Women's Military Health Workshop**

**January 15, 1996**

**San Diego, CA**

### **AGENDA**

- \* **8:30** - CONTINENTAL BREAKFAST/Meeting begins
- \* Introduction/Meeting Goals - Kathy Ell & Jim Martin
- \* Presentations regarding DOD research opportunities: remaining presenters
- \* LUNCH
- \* Participants discussion of research opportunities and mechanisms for developing research partnerships between Schools of Social Work faculty, doctoral students and DOD staff
- \* Discussion of post-doctoral fellowship program
- \* **4:30** - ADJOURN

# **Institute for the Advancement of Social Work Research**

Enhancing Social Work Research on Military Women's Health

January 15, 1996  
Radisson Hotel San Diego  
San Diego, CA

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